

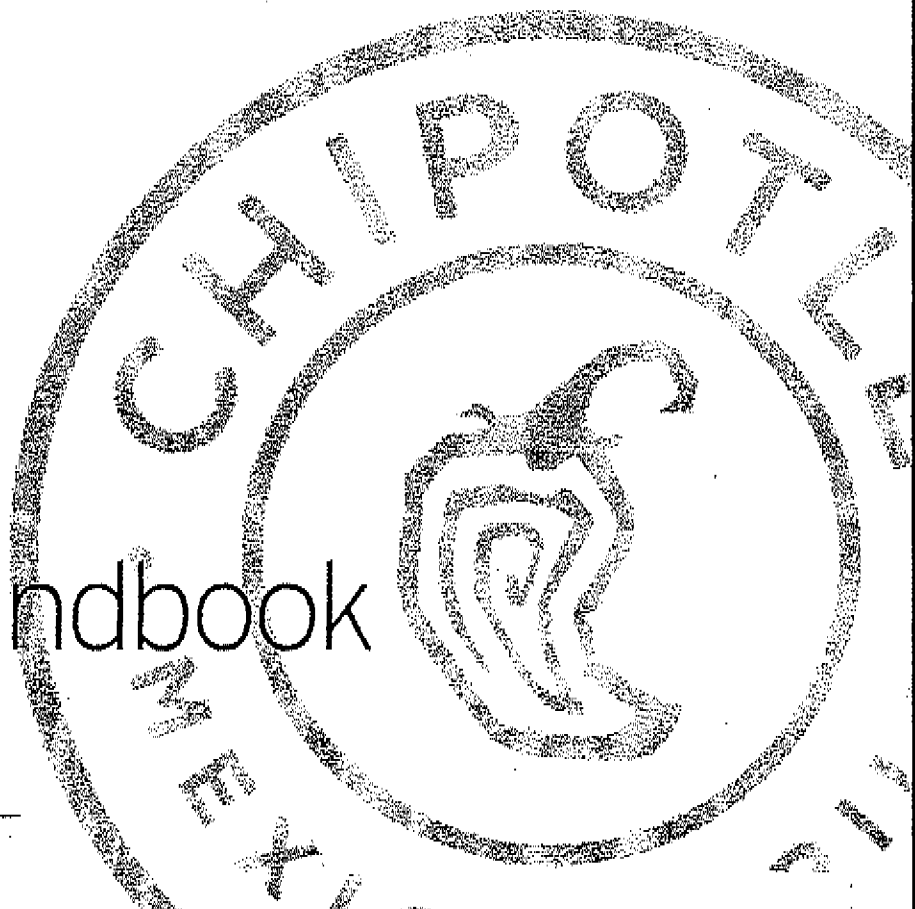
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Crew Handbook

General Counsel Exhibit 2



Welcome to Chipotle

Congratulations on taking the first (or next) step in your career at Chipotle. Whether you're just starting out or you've recently earned a promotion, we're excited to have you working with us.

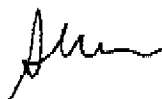
At Chipotle, we have a very ambitious goal. We are trying to change the way people think about and eat fast food. We are achieving this by creating a team of high performing people who believe in our mission, and who are willing to dedicate their talents to making it a reality.

We believe Chipotle is a very special company, so we are very particular about whom we invite to become part of our team. Specifically, we are looking for top performing people, and we are working to build a culture which empowers these people to have an exciting career and to feel great fulfillment in their lives. We are very proud of our people and we are glad that you are one of them. We're also proud of our unwavering commitment to do the right thing in everything we do, from creating a culture which empowers our employees, to serving delicious food made from the highest quality sustainably raised ingredients available.

The culture at Chipotle is one based on mutual empowerment of our people. In other words, all of our people are taught that the best way to ensure their own success is to help build a team of top performers, and empower them to be the best that they can be. We evaluate people's performance by how effective they are in building strong teams in their restaurants: teams of enthusiastic, smart, ambitious people who are efficient and effective at creating great dining experiences for our customers. You are here because we believe that you can be a powerful part of this culture.

We are confident your decision to join us will be rewarding for you, for those around you, and for Chipotle.

Thanks,



Steve Ellis
Founder, Chairman and Co-CEO



Monty Moran
Co-CEO

Important Information You Need to Read

This manual is not intended to constitute a contract of employment, either expressed or implied, and does not create legally enforceable rights. It is merely a condensed guide to various policies and procedures of Chipotle Mexican Grill, Inc. and its direct and indirect subsidiaries ("Chipotle" or "Company"). These policies and procedures do not create any contractual obligations between Chipotle and its employees. In other words, your employment with Chipotle is "at will." This means that you or Chipotle are free to end this work relationship at any time without prior notice.

Chipotle has the right to change, amend or modify any of its policies and procedures, including these guidelines, without notice in accordance with the needs of Chipotle. Chipotle also has the right to make exceptions to any of its policies and procedures, including these guidelines, at any time without notice in accordance with Chipotle's needs.

Any promises, representations or statements concerning "fair" treatment or the like, whether in this manual or otherwise, are in the nature of a goal only, and are not enforceable as a contract or promise.

Federal, state and local law will supersede any conflicting policy or procedures in this Crew Handbook. Accordingly, variations to the policies and procedures set forth in this manual will apply when and to the extent necessary to comply with applicable federal, state and local law.

Chipotle is responsible for the interpretation of its policies and procedures, including these guidelines, as they apply to any and all situations. Any questions concerning these guidelines should first be directed to your Manager. If you are unable to speak with your Manager, or if you have spoken with him/her and still need assistance, then contact your Manager's Manager or Director.

This manual applies to all Crew. Hourly and salaried restaurant managers should refer to the Restaurant Management (Hourly/Salaried) Handbook. Non-restaurant staff should refer to the Staff (Non-Restaurant) Handbook.

Crew benefits information is located in the Crew Benefits Guide. For a copy, contact your Manager or the People Support Department at 1-877-625-1919.

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For exclusive use of Chipotle. None of the materials contained herein may be reproduced, copied, or utilized in any form or by any means without the specific written authorization of an Officer of Chipotle. When used herein, "Chipotle" means Chipotle Mexican Grill, Inc., a Delaware corporation and its direct and indirect subsidiaries.
HR113 (April 2012)

Important Things to Know

Restaurant Address

Restaurant Phone Number

General Manager/Restaurateur Name

Apprentice Name

Service Manager Name

Kitchen Manager Name

Manager's Manager Name
(R2-R4, Apprentice Team Leader (ATL), Team Leader (TL) or Area Manager (AM))

Telephone Number

1-877-625-1919

People Support Department

Telephone Number

First Payday

Where to Park

Where to Put Your Stuff

Where You Can Smoke

Respectful Workplace

Equal Employment Opportunity

Chipotle will hire and promote based on job-related qualifications and ability to do the work required, without regard to anyone's race, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran status, genetic information, or any other prohibited basis protected by federal, state or local laws. We will keep the workplace and our practices free from any kind of intimidation, harassment or bias, as required by these laws.

Respectful Workplace

Chipotle believes in the value of a diverse workforce, equal opportunity and a workplace free of discrimination and all forms of unlawful harassment. Similarly, Chipotle is committed to providing its employees with a safe and healthy workplace, free of violence or threats of violence. Chipotle also believes that employees should be treated without regard to race, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran status, genetic information, or any other prohibited basis. These beliefs are embodied in Chipotle's Equal Employment Opportunity statement, Open Communication and Problem Solving statements, our Anti-Discrimination, Harassment and Sexual Harassment Policy (set forth in the Chipotle Code of Conduct), as well as in Chipotle's day-to-day employment practices. Together, these policies, statements, and beliefs form the basis of Chipotle's Respectful Workplace.

Because of the importance we place on these types of issues, we have instituted a procedure for investigating complaints related to our Respectful Workplace. Every employee has the right, and is encouraged, to tell any Chipotle employee in a professional manner to stop behavior towards him/her the employee believes to be discriminatory, harassing, and/or offensive. Any employee who feels subjected to discrimination, harassment, sexual harassment, or any other employment or safety concern should immediately report such behavior directly to his or her Manager/Director. If this is not appropriate or if assistance is still needed, the employee should contact his or her Manager's Manager or Director. Employees should also feel free to contact the Confidential Respectful Workplace Hotline. Reports may be made at any time on any day. An objective investigation will be conducted based on the facts presented. If the results of the investigation confirm that an offense has been committed, appropriate disciplinary action will be taken against the person violating the policy, ranging from a warning to termination. Employees should also feel free to contact the Confidential Respectful Workplace Hotline regarding any concerns they have with the terms and conditions of their employment or workplace, even if the concern is not about discriminatory, harassing, or offensive behavior. Chipotle will take appropriate preventive or corrective action based on the results of the investigation. Each complaint or concern will be treated as confidential and the anonymity of the reporting employee, if requested, will be preserved to the fullest extent reasonably possible in light of Chipotle's need to investigate, the requirements of applicable law and other Company policies.

**The Confidential Respectful Workplace Hotline
may be contacted toll free at
1-877-625-1919**

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Working at Chipotle

Career Opportunities

We know that many of our best managers come from Crew and we are dedicated to supporting your career development with Chipotle. We do this in a variety of ways:

Our Restaurant Career Path

Crew > Kitchen Manager > Service Manager > Apprentice > General Manager > Restaurateur > R2 - R4

This structure is designed to provide you with on-the-job, shoulder-to-shoulder training. We believe this provides the best learning opportunities for you and supports your ability to grow quickly with Chipotle. If you are interested in growing with the Company, ask your Manager for more information and details about the various positions within the restaurant. You can also visit www.chipotle.com/careers to search for any posted internal opportunities.

"What's in My Burrito" Tool

If you want to find out more about your total compensation and look at possible scenarios for your next promotion, please ask your manager to review the "What's in My Burrito" tool with you. This tool will provide you with a comprehensive snapshot of pay and all of the available benefits for each position from Crew to Restaurateur +.

Internal Career Fairs (ICFs)

ICFs provide you the opportunity to meet various members of your operations team to discuss your career goals, development needs and the opportunities available to you. They are also a great way to learn more about the increased level of benefits available to you as you move up. Ask your Manager for more information about upcoming ICFs scheduled in your area.

Development Journals

Development Journals are designed to encourage frequent and ongoing conversations between you and the people developing you. In Development Journal meetings, you and your Manager can create steps to ensure you reach your goals. Ask your Manager for your own copy of a Development Journal and be sure to schedule time to discuss your progress.

Basic Expectations

The following are examples of some of our expectations, although this list is not all-inclusive. Failure to meet our expectations or violation of Chipotle policies may result in disciplinary action, up to and including termination.

- Arrive on time. If an emergency delays you, call the restaurant and notify the manager in charge.
- Know when you are scheduled to work and call the manager in charge prior to your shift if you cannot make it. It is your responsibility to find a co-worker to cover any shift you are scheduled for but cannot make. The manager in charge must approve this schedule change.
- Clock in and out only for yourself, never for others.

- Be on your feet working while clocked in, unless you are on break. If you are not busy, see what else needs to be done and/or help others with their tasks.
- Treat fellow employees and customers with respect.
- Learn and follow all safety rules.
- Immediately tell the manager in charge about any job-related illness, accident, or unsafe working condition.
- Be honest.
- Check the bulletin board regularly to learn about special events, changes in policies and procedures, and other important news. You must have your Manager's approval before posting anything on the board.
- Tell us when you change your address, telephone number, legal name, emergency contact, or availability so we can update our records.
- Request permission before using the restaurant telephone to make personal calls.
- Take care of company, employee, and customer property.
- Bring to work as few personal possessions as possible.
- Park only in designated areas.

Representing Chipotle

We want you to have fun and show off your personality, but we also expect you to be presentable. Your appearance should not detract from our customers' overall experience.

So, when you are working, we expect your clothes to be clean, with no visible holes, rips, tears, or stains, and for you to follow the guidelines below:

- Hat - Chipotle hat only
- T-Shirts - Chipotle t-shirt only (no sweatshirts, jackets, or vests)
- Pants - Jeans/pants/shorts
- Black Apron
- Socks
- Shoes - Shoes for Crews (shoes or CrewGuard overshoes) or other approved slip resistant shoes
- Jewelry - Minimal, if any at all
 - No watches, bracelets, rings (except a plain wedding band), etc.
 - Earrings, if worn, need to be worn with care and be secure so that they cannot fall into our food
 - No accessories or fake nails which could fall from your hands, body, or face, into our food
- Tattoos
 - Are okay as long as the body art is not of an offensive or graphic nature
 - If excessive, you may be asked to wear concealing clothes, such as a long sleeve Chipotle t-shirt

Hygiene

Maintaining good personal hygiene is an important way you can help ensure that our customers receive safe food. These are some of the things we expect you to do:

- Wear clean clothes.
- Bathe or shower every day.
- Brush your teeth and have fresh breath.
- Keep your fingernails short and unpolished.
- If your hair is shoulder length or longer, pull it back away from your face, preferably into a braid or bun.
- If you have a goatee, beard, mustache, or any facial hair, it should be well trimmed and neat, or you should be clean-shaven.
- Take your apron off before going to the restroom.
- Wash your hands immediately after using the restroom and again upon returning to your workstation.
- If you have open cuts or wounds on your hands, inform the manager in charge and wear a proper bandage and a disposable glove regardless of your assigned position.
- Contact the manager in charge if you have an infectious or contagious illness that may prevent you from serving food or handling food equipment in a sanitary manner (see "Reporting Illness" section for more details).
- Additionally, you should not chew gum or tobacco when at work.

Attendance

If you unexpectedly have to miss work or arrive late for any reason, call the manager in charge.

If you are absent from work for two consecutive scheduled shifts without notifying Chipotle, you will be considered to have voluntarily resigned from employment. Absences due to approved leaves, including without limitation, FMLA leave, funeral leave, military leave, jury duty, or hospital confinement, are not considered excessive absenteeism.

Coming in late for work is not acceptable. Lateness may be cause for disciplinary action up to and including termination.

Cash Handling

Ensuring the integrity of the way in which cash and other funds are handled in our restaurants is very important to Chipotle's success. You will be required to read, understand, know, and comply with Chipotle's Cash Handling Policies & Responsibilities. You are also required to sign the Acknowledgment Form in this handbook to verify this.

Hazardous Materials

Every Chipotle restaurant has a Hazardous Materials Communication Program designed to help keep you safe on the job. It describes safety standards and practices for the safe use of our chemicals. If you have any questions about this program or in general about safety, ask your Manager.

Food Safety

Our customers trust that our food is safe to eat. Safe food is free of harmful bacteria that can make people sick. Safe food is also free of any biological, chemical, or physical hazards. There are special food preparation standards and procedures that you must follow to keep food safe. You'll learn how to prepare and handle our food appropriately, and if you have any questions about our standards and procedures, ask your Manager.

Handwashing Policy

Food safety is top priority at Chipotle. One way we ensure food safety is through proper and frequent handwashing. Every single person who works for Chipotle at any level must wash his or her hands before entering the line or at the time they enter the back of house.

Top of the Hour Handwashing

In the period from 10 minutes before to 10 minutes after the top of each hour, every employee in the restaurant must wash his or her hands.

- In the 10 minute period before the top of the hour, all front of house crew and managers will wash their hands.
- In the 10 minute period after the top of the hour, all back of house crew and managers will wash their hands.

The manager in charge is responsible for ensuring that all other members of the crew and management wash their hands during this period of time; the manager in charge is responsible to watch and train Crew to make this happen.

In addition to Top of the Hour Handwashing, you must also wash your hands at the following times:

- After using the restroom, wash your hands twice (once in the restroom and again at the hand sink prior to returning to your work station)
- When you arrive at work
- At the start of your shift and after all breaks
- Before handling food
- Before and after glove use
- When changing gloves
- Before and after food prep
- When changing tasks

- When switching between handling raw and ready to eat foods
- After touching your hair, face, mouth, or body
- After shaking someone's hand
- After coughing, sneezing, eating, or smoking
- After handling any dirty equipment or utensils
- After cleaning (sweeping and mopping the floor, taking out the garbage, cleaning tables and the line, etc.)
- After using a sanitized towel
- After handling money

How to Wash Your Hands

You must wash your hands in a mix of hot and cold water to a temperature of at least 100°F. This temperature is hot enough for proper handwashing but it will not scald. Wash your hands and forearms up to your elbows, clean under your fingernails, and clean between your fingers, with antimicrobial soap, for 20 seconds.

Reporting Illness

If you are suffering from any of the symptoms below, you must immediately report it to the manager in charge:

- | | | |
|------------|--|-------------------|
| • Diarrhea | • Sore throat with fever | • Infected wounds |
| • Vomiting | • Jaundice (yellowing of skin or eyes) | • Open sores |
| • Fever | • Discharge from eyes, nose or mouth | • Boils |

If you have been diagnosed with any infectious or communicable disease, you must immediately report it to the manager in charge. Examples include but are not limited to:

- | | | | |
|--|------------|-----------|---------------|
| • Salmonella | • Shigella | • E. coli | • Hepatitis A |
| • Norwalk Virus, or other similar gastrointestinal virus | | | |

If you are at high risk for contracting one of the above infectious or communicable diseases due to exposure to an outbreak, a household member having been diagnosed with one of the above, or a household member having been exposed to a confirmed outbreak of one of the above, you must immediately notify the manager in charge.

If you are ill and your symptoms consist of vomiting and one or more of the following: diarrhea, nausea, fever, and stomach cramps, you must immediately report it to the manager in charge, and they will exclude you from working or eating at a Chipotle for a period of five days from the date you became ill. For example, if you vomited with diarrhea on Monday, you would not be allowed back at Chipotle until the following Saturday.

When an employee is suspected of having an infectious or communicable disease, the manager in charge is responsible for contacting his or her Manager, who is responsible for contacting the Director of Safety, Security and Risk.

Not Working While Ill

If the manager in charge is informed of an employee's illness or observes an ill employee, the manager in charge will exclude the employee from working if the employee has been diagnosed with any of the above infectious or communicable diseases or if jaundice (yellowing of the eyes or skin) has occurred within the previous five days.

When you become ill and the symptoms consist of vomiting and one or more of the following: diarrhea, nausea, fever, and stomach cramps, you must be immediately excluded from working at Chipotle for a period of five days from the date you became ill. For example, if you vomited with diarrhea on Monday, you would not be allowed back in to Chipotle until the following Saturday.

Additionally, the manager in charge will not allow you to handle food, equipment, pots, pans, utensils, etc., if you:

- Are showing signs or symptoms of illness
- Are jaundiced
- Have an exposed lesion, boil, or other open wound
- Are sneezing, coughing, or have a runny nose
- Have been diagnosed with any foodborne illness

Returning to Work After Illness or Suspected Illness

If you have a confirmed illness as noted above, the manager in charge may allow you to return to work only after receiving clearance from the health department and your physician.

You can only be cleared for work if the following guidelines can be met, as applicable:

- You are free of all symptoms. (If Norwalk Virus, you may not return to work for five complete days from the date that you first became ill.)
- You have been cleared as being free of any infectious agent.
- Symptoms have been determined to be non-infectious in nature (like Irritable Bowel Syndrome or Crohn's Disease).
- You are no longer shedding the infectious agent (meaning two consecutive stool samples were negative; specimens were at least 48 hours apart and were collected only after antibiotic treatment had been completed, if appropriate).
- The exposed lesion or open wound can be safely covered.
- Symptoms of a cold (sneezing, coughing, or runny nose) have ended.
- Hepatitis A has been ruled out as a cause for jaundice.

Workplace Safety and Violence Prevention

Chipotle's Anti-Violence Policy

Violence, physical force, threats, intimidation, or verbal abuse are never acceptable behavior and have no place at Chipotle. To provide its employees with the safest workplace possible, Chipotle has a zero-tolerance policy for these actions. Any employee who violates this policy is subject to immediate discipline, up to and including termination.

All employees are responsible for using safe work practices, following safety procedures, and assisting in maintaining a safe work environment by identifying and reporting safety concerns. Under no circumstances may an employee be disciplined for reporting an incident of workplace violence or related concern.

Conflict Management

All employees should be aware of sources of conflict and take proactive steps to avoid them.

- Pay attention to employees who show excessive anger or handle criticism poorly.
- Be alert to grudges or continual disagreements between the same employees. Consider ways to address each employee's concerns or dissatisfaction.
- If you sense that a conflict is developing, stay calm, identify the source of the conflict, and acknowledge the feelings of others involved.
- Use delaying tactics to try to calm the situation, such as suggesting continuing the discussion at a different time or place.
- Managers should act quickly to discipline employees who violate Chipotle's Anti-Violence Policy and remind employees that the behavior covered by the Policy is never allowed.

Reporting

All suspected theft, both internal and external, and all building security incidents (e.g., robberies, attempted robberies, burglaries, physical assaults, threatened physical assaults, etc.) must be reported immediately to the manager in charge. The manager in charge will work with restaurant employees and observers to gather details. The manager in charge should also immediately notify his or her ATL/TL/AM, who will report important information about the incident to the Director of Safety, Security and Risk.

In some situations, the manager in charge will need to involve police or medical personnel. In doing so, the manager in charge should assess whether there is any continuing safety risk to Chipotle employees or the public and whether anyone has been injured. All employees should cooperate with any police or medical personnel.

Employees may also utilize Chipotle's Confidential Respectful Workplace Hotline to report safety concerns, violent incidents, or other behavior that violates Chipotle's Anti-Violence policy. The Confidential Respectful Workplace Hotline may be contacted toll free at 1-877-625-1919. The Hotline is discussed in full on page 7 of this Handbook.

Restaurant Security

All employees are responsible for being familiar with safety policies and maintaining a safe workplace. Managers must emphasize caution to all restaurant employees and ensure that crew members are using these procedures.

- Do not fight with a robber. Comply with the robber's demands, including giving the robber money and access to the safe.
- All cash register drawers are to be left open at night—this is so that if we do have a break-in, the registers are less likely to be damaged.
- Everyone, including opening crew and managers, must enter the building through the front door.
- At night, there must be a minimum of two people in the restaurant at all times. Under no circumstances at night will any Chipotle employee be permitted to be alone in the restaurant.
- Except for managers in the morning, no one is to enter the building alone, and no one is to leave alone after close.
- The back door is never to be used, with the exception of making trash runs and deliveries. Do not exit out of the back door at night. Never open the back door for anyone before we open or after we close, even if you recognize the person you see through the peep hole.
- The last trash run must be completed as close to closing as possible. All trash runs, even during the day, must be done in teams of two.

Open Communication

Communication is essential for good teamwork. We do everything we can to keep communication open between you and your management team. Here are some tools we use:

Crew Meetings

At these meetings we discuss policies, procedures, events, promotions, and special situations. We make an extra effort to make sure these meetings are fun and productive for you. You are always paid for attendance at Crew meetings.

Listening

You may have an idea that saves time and energy, or you may have some constructive criticism to offer. What you think matters to us. Please feel free to share your thoughts with your management team.

Open Doors

At Chipotle, we keep the door open for communication for any employee. If you feel you are not being heard or if you have a problem you cannot resolve, let your Manager or Manager's Manager or Director know.

Restaurant Bulletin Board

This is where you will learn about your work schedule, special events, changes in policies and procedures, and other important news.

Problem Solving

If you disagree or are dissatisfied with a Chipotle practice, you should promptly discuss the matter with your Manager, when appropriate. This discussion should be held within a reasonable time period.

If the solution offered is not satisfactory, or if it is inappropriate to go to your Manager, you are encouraged to take the problem to your Manager's Manager or to the People Support Department. If the problem still cannot be resolved, you may contact the Confidential Respectful Workplace Hotline at 1-877-625-1919 or submit a written complaint to the People Support Department, Attention: Director, 1401 Wynkoop St, Suite 500, Denver, CO 80202.

Corrective Action

Chipotle reserves the right to discipline and terminate employees. When, in the opinion of Chipotle, a problem with your performance, attendance, or any other problem becomes apparent, disciplinary action may be taken, up to and including termination.

When, in the opinion of Chipotle, a problem is so serious that the first offense warrants termination, you may be terminated immediately.

Any action taken in an individual case should not be assumed to establish a precedent in other circumstances.

Termination of Employment

If you decide to leave Chipotle, we encourage you to give two weeks of notice. After you give notice, your Manager can arrange for payment of your final paycheck. On or before your last day of work, you must return all Company property to your Manager.

Employment Verification

If you need to have your employment verified, call the Work Number at 1-800-367-2884 or access the site at www.theworknumber.com. When contacting the Work Number, have the following ready:

- Chipotle Employer Code: 11333
- Your Social Security Number (SSN)
- Your PIN: Last four digits of your SSN and month and day (mmdd) of your birth date (example: 99991205)

You can also ask your Manager for the Work Number brochure.

Drug and Alcohol Policy

Chipotle is committed to a safe, healthy, and productive work environment for all employees, free from the effects of substance abuse. Abuse of alcohol, drugs, and controlled substances impairs employee judgment, resulting in faulty decision-making and increased safety risks and injuries.

To ensure a safe and productive work environment, Chipotle prohibits the use, sale, dispensation, manufacture, distribution, or possession of alcohol, drugs, or controlled substances, on any Company premises or work sites.

This prohibition includes Company-owned vehicles and personal vehicles being used for Company business or parked on Company property. This prohibition does not extend to a restaurant's sale of alcoholic beverages as part of regular restaurant operations in compliance with a valid liquor license, or to the responsible consumption of alcoholic beverages at company functions approved by the Regional or Executive Director or an Officer of the Company.

No employee shall report to work or be at work under the influence of alcohol, drugs, or controlled substances, or with any detectable amount of alcohol, drugs, or controlled substances in his or her system.

Employees who must use medically prescribed or over-the-counter drugs that may adversely affect their ability to perform work in a safe manner must notify their Manager prior to starting work. The Manager will decide if the employee can remain at work and/or if work restrictions are necessary. The employee may be required to take a medical leave of absence or disability leave for the duration of the medication.

Use of illegal drugs at any time, even off duty, is not acceptable. It can affect on-the-job performance and the confidence of the public, the government, and investors in the Company's ability to meet its responsibilities. Such use may subject the employee to disciplinary action, up to and including termination.

Chipotle encourages sound treatment efforts. Whenever practical, Chipotle may assist employees in overcoming drug, alcohol, and other problems. More information about possible treatment resources and possible insurance coverage for treatment services is available from the People Support Department.

Further, any employee who is convicted under a criminal drug statute for any violation, or who pleads guilty or no contest to such charges, must notify his or her Manager and Manager's Manager within five days of this conviction or plea. Failure to notify the Manager and Manager's Manager may subject the employee to disciplinary action, up to and including termination.

This policy applies to all employees. Any violation of this policy may result in disciplinary action, up to and including termination. This policy creates no contractual rights on the part of any person.

Smoking

Chipotle provides a smoke-free environment for all employees and customers. Smoking on or in front of Company premises is prohibited. This policy applies to all employees and customers at all times, including non-business hours. If you absolutely must smoke, please do so beyond the back door, well away from the restaurant and view of customers.

Weapons Prohibited

Weapons are prohibited on Company property (other than by security personnel and law enforcement officials). Employees may not bring any dangerous weapons or firearms onto Company property.

Relationships

Our goal is equal treatment and opportunity for advancement. Improper treatment, either to family members or through personal relationships, is prohibited. While Chipotle encourages amicable relationships between members of management and their subordinates, it recognizes that involvement in a romantic relationship may compromise or create a perception that compromises a management member's ability to perform his or her job. Any involvement of a romantic nature between an Officer, Regional Director, Team Director, Department Director, Manager, or anyone who supervises others and anyone he or she supervises, either directly or indirectly, is prohibited.

Likewise, while Chipotle has no prohibition against hiring relatives of employees, close family members (parents, children, spouses, siblings, cousins or in-laws, etc.) will typically not be hired into or transferred into positions where they directly or indirectly supervise or are supervised by another close family member. Chipotle reserves the right to make exceptions to this guideline on a case by case basis when, as determined in the sole discretion of Chipotle, both family members' ability to perform their job is not compromised. All such exceptions must first be approved by the Team Director or Department Director. Chipotle also reserves the right to determine in all cases if a close enough familial relationship exists to prohibit a supervisory relationship, or if a previously permitted supervisory relationship between family members should be terminated due to the ability of one or both family members to perform their jobs being compromised. If such situations occur, Chipotle will try to reassign one of the employees to another position or restaurant. If this is not possible, then Chipotle, in its sole discretion, will take whatever steps it deems necessary in the best interests of the Company, including possible termination of one of the employees.

Solicitation Policy

In order to help maintain the efficiency and effectiveness of our business operations, the following rules apply to solicitation and distribution of literature on company property. Outsiders (i.e., persons not employed by Chipotle) may not solicit or distribute literature on company property at any time for any purpose, including solicitations for funds, memberships, or individual commitments to outside organizations. Employees are not to solicit or be solicited during their working time anywhere on company property, nor are they to solicit during non-working time in working areas if the solicitation would be within visual or hearing range of our customers. Additionally, there shall be no distribution of literature for any purpose to Chipotle employees by other employees in our working areas during working time or non-working time. Working areas must be kept clean and free of all such literature at all times.

Restaurant employees who have finished work are requested to leave working areas as soon as possible, unless they intend to remain in the restaurant as customers.

In order to be a contributing member of the local community and a good neighbor, on isolated occasions this policy does not restrict employee-sponsored activities connected with charitable, not-for-profit organizations. A Director or higher level employee must approve these isolated beneficent acts in advance. Violations of this policy should be reported to management immediately.

Social Media Policy

We are dedicated to our Food With Integrity mission and take pride in our commitment to using ingredients that are sustainably grown and naturally raised. One way to share our mission is through social networking sites, blogs, and other online outlets (social media). Chipotle's social media team is solely responsible for the company's social media activity. You may not speak or write on Chipotle's behalf.

Social media is also a quick way for you to connect with friends and share information and personal opinions. If you aren't careful and you don't think things through, your online activity can also damage Chipotle or spread incomplete information. To avoid this, our Social Media Policy applies to all Chipotle employees. Chipotle will take all steps to stop unlawful and unethical acts and behavior and may take disciplinary action, up to and including termination, against you if you violate this policy or any other company policy, including Chipotle's Code of Conduct.

Outside the workplace and on your own personal time when you are not working, you may participate in social media linked to your personal email address (not your Chipotle email address) and publish personal opinions and comments online. Do be courteous and protect yourself and your privacy. What you publish online is easy to find and will exist for a long time. Think before posting.

Your social media activities are outside the course and scope of your employment with Chipotle. This means that you may not use Chipotle's computers, telephones or equipment for social media when you are working. You may not make any statements about Chipotle's business results, financial condition, or any other matters that are confidential. You must keep confidential information confidential and you may not share it online or anywhere else. For the safety of our employees and property, you may not post online pictures or videos of any non-public area of our restaurants. You may not make any statements about Chipotle, its employees, suppliers, customers, competition, or investors, that are vulgar, obscene, detrimental, slanderous, threatening, intimidating, harassing, or a violation of Chipotle's workplace policies against discrimination, harassment, or hostility on account of age, race, religion, sex, ethnicity, nationality, disability, sexual orientation, genetic information, veteran status, or any other protected class, status, or characteristic. You alone are personally responsible for your online activity. This policy does not restrict any activity that is protected under the National Labor Relations Act, whistleblower laws, or other applicable law.

Pay, Performance and Benefits

Working Hours

For payroll purposes, the Chipotle work week is from Monday at 12:01 a.m. to Sunday at midnight; the work day is a consecutive 24-hour period from 12:01 a.m. to midnight.

Compensation

Wages are based on performance, the skills needed for the job, and the competitive rates being paid for similar positions within the market.

Tips

Each restaurant may have at least one specified container placed near a register to serve as a "tip jar" for collecting cash amounts left by customers. Please be aware of the following regarding tips:

- Customers can only tip the crew (non-management employees) in cash - they cannot tip from a credit card and they cannot write a business check with a tip included.
- Cash amounts cannot be designated for any particular employee.
- The money in the tip jar must not be mixed with the money in the cash drawers in any way during the shift.
- There will be no making change from the tip jar or changing out coins for bills from the cash drawer.
- If the crew needs change to facilitate disbursement, they may obtain it from the manager in charge in the office ONLY and a crew member must be present as a witness.
- At the end of each and every shift, while still on Company time, the crew is responsible for dividing and dispersing the tips amongst themselves - tips may not be pooled or saved for any purpose.
- Tips must be divided and disbursed out of sight of customers.
- All amounts received from the tip jar distribution are taxable income and are to be reported to the IRS.
- Kitchen Managers, Service Managers, Apprentices, General Managers, Restaurateurs, and R2-R4s are not allowed to accept tips from customers either individually or pooled from the tip jar.

If you become aware of a breach or violation of this Company policy, you should report it to your Manager, your Manager's Manager or call Restaurant Safety at 1-877-625-1919.

Employee Meals

Employees are eligible for a free meal during their break periods on days that they work, regardless of whether they are in their home restaurant or helping out in a different restaurant. Quantity is generally limited to one meal per shift, but the manager in charge can use discretion to allow for additional food for employees while working. Employee meals do not include bottled beverages or alcohol.

Employees are free to leave the restaurant and go wherever they choose during their meal period. Because free meals are solely for employees, employees who wish to receive a free meal must eat it at the restaurant. It is only acceptable to take food home or out of the restaurant if it has been paid for. All restaurant employees in their home restaurants may purchase food, soft drinks, and non-alcoholic bottled drinks at 50% off, subject to a limit of one menu item plus a bag of chips and a drink. This 50% off benefit applies to food taken to go, food purchased at the end of the shift, and food purchased off duty.

Non-alcoholic bottled drinks may be purchased using the Employee 50% Discount button and may never be rung as a Manager Comp, Employee Meal, or Special Promo when purchased by an employee.

Meals eligible for a 50% discount must be entered into the POS terminal using the Employee 50% Discount button. The employee must hand print or sign his or her name on each meal receipt marked 50% off.

Employee meals are not to be provided to field or Wynkoop staff. Field and Wynkoop staff must pay for their food and beverage, and their meal is not to be comped or given away.

Overtime

All hourly employees are paid at the rate of one and one-half times their regular hourly rate for hours worked in excess of 40 during the work week. Other overtime rules may apply in certain states.

For purposes of calculating overtime payments, hours paid for vacation are not counted as hours worked.

Timekeeping/Time Punch Policy

All hourly employees are paid for all time worked. This is the law and Chipotle's policy. All hourly employees must record time worked, meal times, and rest periods using the POS terminal.

- **Time Worked:** "Time worked" is all of the time hourly employees worked, including:
 - Prepping food, serving customers and cleaning the restaurant.
 - Reading and studying Chipotle training materials.
 - Writing in Development Journals before, during or after scheduled shifts.
 - Work done before scheduled shifts start and after scheduled shifts end.
 - Time spent at patch meetings or other meetings arranged by an authorized Chipotle manager.

Example: The entire restaurant team needs to meet at the restaurant before opening at 8:00 a.m. at the request of the General Manager, to work on a plan to become Restaurateur. This meeting takes 1 hour and is not on the schedule. Jennifer, the General Manager, makes certain that every hourly employee, both crew and managers, clocks in at the start of the meeting and clocks out at the end if they are not working that day.

- **Punch In Required:** Hourly employees must always work on the clock, not 'off the clock'. All hourly employees must punch in when they are working. Clocking in or out for anyone other than yourself is prohibited.
- **Breaks:** Hourly employees are provided with breaks (meal and rest periods) per state law. Your manager will review the break policy with you. All hourly employees (both crew and hourly managers) must punch in and out at the start and end of their breaks. Even though you need to clock in and out for these break periods, you do get paid for them.

Time Punch Edits

Under no circumstances will time worked ever be edited away from an employee, even if his or her hours are more than expected.

Time punch edits should be rare. Edits are permitted in limited circumstances, including when an hourly employee forgets to punch in or punch out. Edits are also permitted when an hourly employee could not punch in or punch out because the hourly employee was working outside of the restaurant, the restaurant was not open, or the POS system was temporarily down. If time punches are edited, they must be verified and signed by the employee. Edits should be done the same day the hourly employee worked and must be done no later than the next day.

Crew members and hourly managers who work past 12:30 a.m. (which should be a very rare occurrence) should make sure that their time is edited to reflect this and they are paid for any time they worked past 12:30 a.m.

Additional Time Punch Examples

Pay hourly employees for time worked before their shift starts

Chris is Crew and is scheduled to start work at 9:00 a.m. Chris arrives at 8:45 a.m., punches in and starts working. Chris must be paid from the time he started working at 8:45 a.m. even though he started working 15 minutes before he was scheduled to start. Zoe, the General Manager, may not edit Chris's time punch - Chris must be paid for all time worked even though he punched in early. All hourly workers must be paid for all time worked, even if they work before their scheduled shift starts.

Mike is Crew and is scheduled to start work at 4:00 p.m. Mike arrives at 3:45 p.m. (15 minutes before his scheduled shift), punches in at 3:45 p.m., washes his hands, and then 'chills' and hangs out in the kitchen talking to other crew members. Maria, the manager on duty, sees that he is not really working and he's here too early. However, Maria must not edit Mike's time - the way to address this is with a performance discussion. If Mike is a low performer, he may have to be removed from the team, but he must be paid for all time that he has worked even when he is not doing much.

Pay hourly employees for time worked after their scheduled shift ends

Jose is Crew. Tonight is busy and the crew members do not finish cleaning the restaurant until midnight. Jose's shift was scheduled to end at 11:00 p.m. but he kept working until midnight and clocked out at midnight. Mary is Jose's manager and sees that Jose worked past when he was scheduled. Mary feels that if the crew, Jose included, had been more organized and worked harder, they could have finished at 11:00 p.m. However, Mary is not permitted to edit Jose's time to 11:00 p.m. All hourly employees must be paid for all time worked, so Jose must be paid through midnight, which is when he finished working and clocked out.

Pay hourly employees and managers for training - even if they volunteer to train without pay

Kara is Crew. She wants to be a Kitchen Manager. David, Kara's manager, challenges Kara to learn Inventory. Kara offers to work 'off the clock' and learn inventory tonight. It is never okay for Kara, as an hourly employee, to work off the clock. If Kara wants to learn inventory, David should find a time within the schedule for Kara to get that training. Even if an employee volunteers to work off the clock without punching in, her manager must not let her do that and must have her clock in for all training time.

12:30 am Automatic Clock Out

Viviana is the General Manager at a restaurant that was open until 11:00 p.m. for a special promotion. She and her team worked until 1:15 a.m. Aloha automatically clocked all of the hourly employees out at 12:30 a.m. Viviana handled this correctly by promptly editing all of her crew's time to clocking out at 1:15 a.m. so that each hourly employee was paid for the time worked after the automatic log off, and then, as with all edited time punches, obtaining the employee's initials next to each edited time punch either that night or the very next day.

Payroll Deductions

Social Security and federal, state, and local income tax will be withheld from an employee's paycheck. The amount of federal income tax withheld is calculated from the filing status and number of exemptions claimed on the employee's W-4 form. If there are any changes in status or exemptions, a new W-4 form needs to be completed by the employee.

Pay Dates

For employees receiving direct deposit or being paid via paycards, net pay will be deposited on the Friday following the end of each pay period, unless that day is a bank holiday, in which case deposits will be made by the next banking business day. For employees not receiving direct deposit or using paycards, paychecks are issued and distributed on the Friday following the end of each pay period (or if your Chipotle work location is not open for business that day, the next business day on which your location is open). Employees should contact their Manager if they have questions about their pay schedule.

Performance Reviews

Employees will receive formal written performance reviews at regular intervals. However, you do not need to wait for a formal review to discuss job issues or your performance; you are encouraged to have frequent performance conversations with your Manager using the Development Journals.

If you need help or training in certain aspects of your job, let your Manager know. If you have not received your performance review, please contact your Manager or your Manager's Manager.

Crew Bonus

Employees may be eligible for a crew bonus. Please contact your Manager for more details. Chipotle reserves the right to change or discontinue the crew bonus program at any time without prior notice.

Benefits

Chipotle offers eligible employees a variety of group benefit programs, including medical coverage, 401(k) participation, and vacation. These benefit programs are described in the Crew Benefits Guide.

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Leave of Absence

Family and Medical Leave Act (FMLA)-Unpaid

The following summary describes certain leave of absence rights and protections that may be available to you under the Federal Family and Medical Leave Act of 1993, as amended. To be eligible for protection under the FMLA, you must be employed by Chipotle for at least 12 months and have worked at least 1,250 hours during the 12 months preceding the first day of leave.

Basic Leave Entitlements

If FMLA applies, up to 12 weeks of unpaid leave in a 12-month period (measured forward from the first day of leave) may be granted for the following reasons:

- Your serious health condition that makes you unable to perform your job
- Incapacity due to pregnancy, prenatal medical care, or child birth
- To care for your child after birth, or placement for adoption or foster care
- Serious health condition of your spouse, parent, child under 18 years, or older child who is disabled

A serious health condition is a mental or physical condition involving either an overnight stay in a medical care facility or continuing health care treatment for a condition that either prevents you from performing your job or prevents your qualified family member from participating in daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days, combined with at least 2 visits to a health care provider or 1 visit and a regimen of continuing treatment. Incapacity due to pregnancy or a chronic health condition may also constitute continuing treatment, as well as other conditions.

Military Family Leave Entitlements

Qualifying Exigency - Eligible employees with a spouse, child, or parent who is on active duty or called to active duty status in the National Guard or Reserves in support of a contingency operation or who is a member of the regular Armed Forces deployed to a foreign country, may use their 12-week leave entitlement to address certain qualifying exigencies (i.e., emergencies, demands, etc.). The 12-week leave must be taken in a 12-month period which is measured forward from the first day of leave. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

Military Caregiver Leave

The FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period (measured forward from the first day of leave). A covered servicemember is (i) a current member of the Armed Forces, National Guard, or Reserves who has a serious injury or illness incurred in the line of active duty (or that existed prior to active duty and was aggravated in the line of active duty) that may render the

servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list, or (ii) a veteran undergoing medical treatment, recuperation, or therapy for a serious injury or illness incurred in the line of active duty (or that existed prior to active duty and was aggravated in the line of active duty) that manifested itself before or after the member became a veteran and who was a member of the Armed Forces, National Guard, or Reserves at any time during the 5-year period preceding the treatment, recuperation, or therapy.

In most cases, to request FMLA leave you must complete a Chipotle Leave Request Form and return it to the People Support Department. When the need for leave is foreseeable, you must give at least 30 days advance notice. When 30 days notice is not possible, you must provide notice as soon as practicable and generally comply with Chipotle's normal call-in procedures.

You may be required to provide sufficient information for Chipotle to determine if your leave is FMLA protected and the expected timing and duration of leave, which may include your inability to perform job functions, your family member's inability to perform daily activities, a need for hospitalization or continuing health treatment, or facts supporting the need for military family leave. You also may be required to inform Chipotle if the requested leave is for a reason for which FMLA leave previously was taken or certified. Chipotle may also require you to provide a certification and periodic recertification supporting the need for leave.

Leave does not need to be taken in a single block of time. It can be taken intermittently or on a reduced leave schedule when medically necessary or due to a qualifying exigency. You must make reasonable efforts not to disrupt Chipotle's operations when scheduling leave for planned medical treatment.

FMLA leave is generally unpaid. However, you may use accrued paid leave while on FMLA leave provided you comply with Chipotle's normal paid leave policies. During FMLA leave, Chipotle will maintain your health coverage on the same terms as if you had continued to work and you must pay your share of premiums; failure to do so may result in loss of coverage or other penalties.

To the extent required by the FMLA, a person returning from FMLA leave will be returned to their original or equivalent job with equivalent pay, benefits, and other employment terms. Use of FMLA leave will not result in loss of any employment benefit you accrued before beginning leave.

When you are ready to return to work, you must contact the People Support Department. If the leave is for your own serious health condition, you must provide a doctor's note verifying your ability to return to work. Failure to return to work on the day after the expiration of FMLA leave may result in termination of employment.

When you request leave, you will be informed whether you are eligible. If eligible, the notice sent to you will specify any additional information required, as well as your rights and responsibilities. If you are not eligible, you will be informed of the reason for the ineligibility. You will also be notified if your leave will be designated as FMLA-protected and the amount of leave counted against your leave entitlement. If your leave is not FMLA-protected, you will be notified as well.

Chipotle will not interfere with, restrain, or deny any right provided under the FMLA or discharge or discriminate against you for opposing any practice made unlawful by the FMLA or for becoming involved in any FMLA-related proceeding. An employee may file a complaint with the U.S. Department of Labor or bring a private action against Chipotle. The FMLA does not supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights or affect any Federal or State Law prohibiting discrimination.

Personal Leave

On some occasions, when circumstances warrant it, you may be granted unpaid personal leave for no more than 60 days. You remain responsible for payment of your portion of any benefit premiums for any coverage eligible for continuation during the 60-day personal leave. Ask the People Support Department for additional information.

Military Leave

Military leave is available to you if you are enlisted or drafted into any branch of the U.S. Armed Forces. Ask your Manager or the People Support Department for additional information.

Jury Duty

You will be allowed to take time off as needed for jury duty if you provide your Manager with a copy of the jury duty summons.

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Code of Conduct

Chipotle is committed to the highest standards of integrity in all of our activities and compliance with both the letter and spirit of the law. We expect that you will reflect these standards in your day-to-day dealings on our behalf. This Code of Conduct is for all employees, Officers, and all members of the Board of Directors. It is a guide to ethical behavior. Chipotle has an "open door" policy with respect to any concern relating to compliance with the Code of Conduct and other Company policies, and no person will be subject to disciplinary or other retaliatory action by raising any concern in good faith.

Definition of the Code of Conduct

The Code of Conduct includes this introductory section, "Integrity Statement," "Anti-Discrimination, Harassment and Sexual Harassment Policy," "It's the Law," and "Chipotle Confidential."

Approval of any activity or matter not in compliance with this Code must be sought in advance and, unless otherwise provided for in the Code of Conduct, may be granted only by a Chief Executive Officer. In the case of members of the Board of Directors and Officers of Chipotle, approvals may be granted only by the Board of Directors or an appropriate Board committee.

Compliance with the Code

If you become aware of a breach or violation of this Code or any other Company policy, you should report the breach or violation in the manner described in this Code under "Chipotle Confidential."

Chipotle will do its best to protect the anonymity of any reporting employee who so requests it, as well as the confidentiality of matters associated with a report or investigation, consistent with the Company's obligation to investigate reported matters and comply with applicable law. You are expected to preserve the confidentiality of investigative matters.

Chipotle will take necessary steps to stop unlawful and unethical behavior and may take appropriate disciplinary action, up to and including termination, against those who violate the Code or other Company policies, including individuals responsible for the failure to reasonably detect a violation, or to supervise employees in the fulfillment of their responsibilities in a manner consistent with the Code and Company policies.

Distribution of the Code

Any questions or issues in relation to the Code of Conduct should be communicated to the People Support Department. Members of the Board of Directors and Officers should communicate any questions or issues to Chipotle's General Counsel.

Integrity Statement

Chipotle's Ethics and Conflicts of Interest Policy

Chipotle is a company based on integrity. Integrity is about being real and being honest. It means doing the right thing even when no one is watching. These values permeate the way we do, and do not do, business.

You are expected to use good judgment, adhere to high ethical standards, and avoid situations that create an actual or perceived conflict between your personal interests and those of Chipotle. Chipotle requires that the transactions you participate in are ethical and within the law, both in letter and in spirit. When in doubt, consult with your Manager/Director or the People Support Department (Officers and members of the Board of Directors should consult with Chipotle's General Counsel). They will determine if a conflict exists and establish controls to prevent abuse or, if such control is not feasible, they may require that you terminate the activity in question, or divest your interest in any relevant transaction. No matter what, each of us must accept personal responsibility for doing the right thing.

Conflicts of interests or unethical behavior may take many forms. In the simplest terms, you should act for the long-term benefit of our customers and Chipotle, never for personal gain, or to favor family or friends. What follows are some of the key principles of ethical and conflict-free conduct. There is no way to develop a single set of rules to cover all situations. Rather, this policy outlines basic guidelines for ethical behavior at Chipotle. It does not replace good judgment.

Acceptance of Gifts

In general, you should not accept gifts from competitors, suppliers, vendors, potential vendors, or business entities with which you are conducting business on behalf of Chipotle. You should never accept a gift unless it meets all of the following criteria: (1) it is not a cash gift; (2) it is consistent with customary business practices; (3) it is not excessive in value (i.e., is under \$150); (4) it cannot be construed as a bribe or payoff; and (5) it does not violate any law or regulation. If you are not sure whether a gift or proposed gift is appropriate, please discuss it with your Manager/Director, who may, in isolated cases, approve your acceptance of a gift that may otherwise have violated criteria (2) or (3). You may not benefit personally from the purchase of any goods or services for Chipotle or derive any personal gain from transactions made on behalf of Chipotle. Each year, employees in management positions should be prepared to submit a statement disclosing any entertainment, gifts, or services that they or members of their staff have accepted. Any items that have been accepted must be reported at that time, regardless of whether they were previously discussed with your Manager/Director. Your Manager/Director will determine if you may keep the gift, return it, or whether it should more appropriately become Company property.

Giving Gifts

Apart from formally approved incentive marketing programs conducted in the ordinary course of business, gifts for current or prospective vendors or suppliers should be in line with customary business practices. They should be avoided where disclosure would cause negative publicity. The purpose of gifts

in a commercial setting is to create good will and sound working relationships, not to gain unfair advantage with customers. You should never offer, give, or provide a gift unless it meets the following criteria: (1) It is not a cash gift; (2) it is consistent with customary business practices; (3) it is not excessive in value (i.e., is under \$150); (4) It cannot be construed as a bribe or payoff; and (5) it does not violate any law or regulation. If you are not sure whether a gift or proposed gift is appropriate, please discuss it with your Manager/Director, who may, in isolated cases, approve your giving of a gift that may otherwise have violated criteria (2) or (3).

Entertainment

You may accept entertainment invitations, such as business meals, if they are in line with accepted business practices, could not be construed as potentially influencing your business judgment or creating an obligation on your part, and if public knowledge of your participation would not embarrass you or Chipotle. When such business activities occur frequently, such costs should be shared or paid for on a reciprocal basis. From time to time, employees may be invited to a meeting or special event that involves similar offers to large numbers of people from the same type of business. If prior approval has been given by your Manager/Director or an Officer, such events may be attended.

Protection and Use of Company Assets

In a nutshell, you may not use Company property, information, or your position for personal gain, nor should you use assets or labor for personal use. All employees should endeavor to protect Chipotle's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on our profitability. Any suspected incident of fraud or theft of Company property should be immediately reported for investigation. Company equipment and supplies should not be used for non-business purposes, though incidental personal use may be permitted.

Outside Business Activities

It is fine to engage in outside business activities, provided that they do not adversely affect Chipotle or our performance. Obviously, you must not receive compensation from competitors, suppliers, vendors, or business entities with whom you are conducting business on behalf of Chipotle. You have a primary duty to advance Chipotle's interests; that is what you are employed to do. Outside employment or other business arrangements must not interfere with this obligation.

Outside Business Investments

As an employee, you must avoid financial involvement, outside employment, or any other business undertaking that is competitive with, or prejudicial to, the best interests of Chipotle. You are also prohibited from engaging in business or investment opportunities that are discovered through the use of Chipotle's property, information, or your position. Notwithstanding, ownership by you or your family of less than 1% of a class of securities issued by a publicly traded company is not considered to be a financial involvement in violation of this policy.

Offers of Employment

Offers of employment may, in some circumstances, be an attempt to divide your loyalties. If you receive a job offer from a supplier, competitor, or even from one of the companies with whom you do business, the ethical course of action is to recuse yourself from making decisions for Chipotle that may affect the supplier, competitor, or other company offering you the job until you have made your decision. If you accept the job offer, you should immediately stop representing Chipotle with your prospective employer.

Chipotle's Confidential Information

You may not use proprietary or confidential information for personal gain or to Chipotle's detriment. The improper use of Chipotle's name, trademarks, or other intellectual property is prohibited. Confidential information must not be disclosed to anyone outside of Chipotle, and should not be discussed with Chipotle employees who do not have a real need to know this information in order to do their jobs. Confidential information comes in many forms and is information not generally known to the public at large or to the industry you are in and provides you with a competitive advantage. As you already know from the Confidentiality and Non-Disclosure Agreement you signed when you started working for Chipotle, these standards are so important that they must be observed even after employment ends. If you have doubts about whether information is confidential, treat it as confidential and seek the advice of your Manager/Director or Chipotle's Corporate Compliance Counsel before disclosing it. The intentional or inadvertent disclosure of confidential information could seriously damage the Company.

Electronic Communications and Information

Company computers and networks may only be used in accordance with Company policy and may never be used to access, receive, or transmit material that is illegal. Never send proprietary or confidential communications through e-mail unless appropriate precautions have been taken, and keep your laptop secured. Almost all business records, including e-mail and computer records, may become subject to public disclosure in the course of litigation or governmental investigations. If you would be uncomfortable with a public viewing of an e-mail, don't send it.

You should not introduce any software that is not properly licensed or lawfully acquired to a Chipotle computer. If you download data from bulletin boards, network services, or the internet, you must first scan the data with virus detection software before introducing it to the Chipotle network environment. You must obtain prior written approval from the Executive Director of IT before introducing any new software to the network. Under no circumstances should you duplicate Company-owned or -licensed software for use on personal or Company-owned equipment without prior written authorization from the Executive Director of IT. Copying such software could be illegal and result in fines and penalties to Chipotle and to you.

Ethical Communications

As an aspect of good judgment and adherence to this policy, it is always appropriate to raise questions and issues, even if they are difficult. Likewise, avoid exaggeration, colorful language, guesswork, and derogatory characterizations of people and their motives. Whether in your everyday work conversations, in your exchange of e-mail, or otherwise, your communications should be thoughtful and ethical. Think before you speak and write. Be clear and objective.

Be Professional

Act professionally and conscientiously when making business decisions. Personal relationships should never interfere, or give the appearance of interfering, with business actions, judgments, or decisions. When making decisions, weigh all factors impartially and without prejudice and make all decisions solely based on merit. Honor your agreements and do not encourage or interfere with other parties' contracts or agreements. Avoid legal speculation or conclusions in your communications. Do not discuss areas beyond your knowledge or expertise.

Suppliers/Vendors

Treat your suppliers and vendors honestly and fairly.

Political/Religious Activity and Contributions

While any political or religious affiliation you may have is up to you, any activity in those areas needs to remain outside of the work environment. It is said that to avoid arguments, one should never discuss politics or religion in public—and in this case at work. It is also Chipotle's policy as a company not to make political or religious contributions.

It is strictly prohibited to use Chipotle's name, funds, assets, or property for political or religious purposes or endorsement, whether directly or indirectly. It is also against Chipotle policy to include, directly or indirectly, any political or religious contribution on your expense account or in any other way that causes Chipotle to reimburse you for that expense. In general, the cost of tickets for political or religious fundraising functions is considered a political or religious contribution. Therefore, including the cost of any such fundraising function on an expense account, even if business is in fact discussed, is against our policy and is in some cases illegal. Notwithstanding the foregoing, marketing events that are intended to support local community organizations such as church groups or schools with a religious affiliation are not considered to be 'religious purposes' or 'religious contributions' under this policy.

From time to time Chipotle will, within the limits of the law, support or criticize proposed legislation, regulations, or rulings that might impact the business environment in which we operate. You are welcome to participate in these activities on a voluntary basis.

The political process has become highly regulated, and anyone who has any question about what is or is not proper should consult with the People Support Department before agreeing to do anything that could be construed as involving the Company in any political activity at the federal, state, or local level in the United States or in any foreign country.

Government Inquiries/Investigations

If the situation ever presents itself, Chipotle will cooperate with government agencies and authorities. Any inquiry, request for information, or subpoena from a government agency or authority should be forwarded immediately to the People Support Department, the Safety, Security and Risk Department or Chipotle's General Counsel or, in the case of tax audits, to the Chief Financial Officer.

Communicating with the Public

Whenever Chipotle communicates with the public, including the media and government agencies, accuracy and thoroughness are critical. In general, only Officers or the Director of Public Relations are authorized to make or approve public statements made on behalf of Chipotle. Public statements should be sufficiently candid, clear, and complete so that they neither mislead nor lend themselves to misinterpretation. To ensure that accurate and appropriate information is relayed to the public, all public statements made on behalf of Chipotle or our business must be made in accordance with the 'Regulation FD External Communication Policy,' or if not subject to that policy, must first be reviewed by the Director of Public Relations. This applies to all public statements made on behalf of Chipotle, including those made on internet bulletin boards and chat rooms. Likewise, you are requested to refer any requests for information about Chipotle to an Officer or the Director of Public Relations.

Conflicts of Interest Involving Employee or Employee's Family

If you have, or someone with whom you have a close personal relationship has, a financial or employment relationship with a competitor, supplier, vendor, potential vendor, or business entity with which you're conducting business on behalf of Chipotle, you must disclose this fact to the People Support Department. Chipotle will determine what course of action must be taken to resolve any conflict it believes may exist. If the conflict is severe enough, Chipotle may be forced to ask you to resign. Chipotle has sole discretion to determine whether such a conflict of interest exists.

Recording and Reporting Information

Chipotle maintains a system of internal controls that we believe provides reasonable assurance that transactions are executed in accordance with management's authorization and are properly recorded. The system is characterized by a control-oriented environment that includes written policies and procedures. All employees are expected to adhere strictly to these policies.

Our records are critical in meeting our financial, legal, and business obligations. All records, including employment, payroll and financial data, checks, and payments, as well as other essential data, must therefore be prepared with accuracy and care. Dishonesty or carelessness in recording or reporting information, either inside or outside the Company, is not only strictly prohibited, but could lead to civil and criminal liability for you and for Chipotle.

Following are important guidelines to adhere to:

- All books and financial records must be kept in such a way as to fully and accurately reflect, in reasonable detail, all receipts, expenditures, transactions, assets, and liabilities in conformity with Chipotle's internal controls and generally accepted accounting principles.

- No false or artificial information may be recorded for any reason.
- Employees are prohibited from making false or misleading statements in connection with any audit or examination of Chipotle's financial statements and records, business operations, or for compliance with laws or regulations.
- Each employee is personally accountable for the Company funds over which he or she has control. No payment may be made, or invoice issued, on behalf of Chipotle with the intention or understanding that any part of such payment or receipt is to be used for a purpose other than that described in the supporting documents.
- No secret funds or unrecorded or undisclosed accounts may be maintained or established for any purpose.
- No employee may influence, coerce, manipulate, or mislead independent or internal auditors regarding our financial statements, accounting practices, disclosures, or our internal controls or processes.

Company records are to be treated as confidential information in conformity with this Code.

Retention of Records

The retention and proper disposition of documents that are produced or received by or on behalf of Chipotle is crucial to comply with business and legal requirements. The law requires Chipotle to maintain certain types of documents, usually for a specified period of time. Failure to retain documents as required could subject you and Chipotle to penalties and fines and seriously disadvantage us in litigation. In addition to documents required by law to be retained, we also want to maintain documents and records with important historical and operational value.

In order to ensure the retention of documents as required by law, to eliminate accidental or innocent destruction of records, and to facilitate Chipotle's operations by promoting efficiency and freeing up valuable storage space, Chipotle has adopted and implemented Document Retention Policies that are specific to each company department. You can find the policies applicable to you at [Public Folders/Document Retention](#).

Community Activities

As concerned and responsible citizens, you are encouraged to participate in community activities. Chipotle functions as an integral part of the local communities in which we conduct our business operations. Chipotle is keenly aware of the benefits the Company and its employees receive from participating in activities that improve the health, well-being, education, and culture of the community. As partners with our communities, we have a responsibility to support and share in the development of social and civic activities to enhance our quality of life.

Environmental Awareness

Chipotle is committed to providing a safe and healthy work place for our employees and for visitors to our premises. We are equally committed to preventing deterioration of the environment and minimizing the impact of our operations on the land, air, and water. These commitments can only be met through the awareness and cooperation of all employees. Each of us has a responsibility to abide by safe operating procedures, to guard our own and our fellow employees' health, and to maintain and use pollution control systems.

In the United States, regulatory agencies exist under federal, state, or local jurisdiction to ensure compliance with laws and regulations affecting safety, health, and environmental protection. It is Chipotle's policy to comply with both the letter and the spirit of the laws and regulations administered by these agencies and to attempt to develop a cooperative attitude with inspection and enforcement employees from these agencies. In keeping with this spirit, employees are encouraged to report to their Manager/Director conditions they perceive to be unsafe, unhealthy, or hazardous to the environment.

Anti-Discrimination, Harassment and Sexual Harassment Policy

Chipotle believes in the value of a diverse workforce, equal opportunity, and a workplace free of discrimination and all forms of unlawful harassment. We believe in these values because they make good business sense and are the right things to do.

Chipotle prohibits unlawful discrimination, harassment and sexual harassment. Employees who violate this policy may be disciplined up to and including termination.

Discrimination Prohibited

Chipotle strongly believes that employees and applicants for employment should be treated without regard to race, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran status, genetic information, or any other prohibited basis. This applies to all employment practices, including recruiting, hiring, pay, performance reviews, training and development, promotions, and other terms and conditions of employment. Discrimination or harassment of an employee—whether by another employee, supplier, vendor, or customer—is strictly prohibited.

Harassment Prohibited

At Chipotle, no form of harassment is acceptable. This includes joking remarks or other abusive conduct (including verbal, non-verbal, or physical conduct) that demeans or shows hostility toward an individual because of his or her race, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran status, genetic information, or any other prohibited basis and that creates an intimidating, hostile, or offensive work environment; unreasonably interferes with an individual's work performance; or otherwise adversely affects an individual's employment opportunities.

Sexual Harassment Prohibited

Chipotle is firmly committed to maintaining a positive working environment for all employees, whether male or female. Sexual harassment is prohibited because it may be intimidating or an abuse of power and it is inconsistent with our policies, practices, and management philosophy. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and certain other verbal, non-verbal, or physical conduct that is sexual or based on gender if that conduct could reasonably offend another person, whether or not such conduct was intended to offend.

Examples of sexual harassment can include the following:

- Verbal harassment, including jokes, comments, or threats relating to sexual activity, body parts, or other matters of a sexual nature.
- Non-verbal harassment, including staring at a person's body in a sexually suggestive manner, sexually related gestures or motions, and/or circulating sexually suggestive materials.
- Unwelcome physical conduct, including grabbing, holding, hugging, kissing, tickling, massaging, displaying private body parts, unnecessary touching, or other unwelcome physical conduct.

- An employment decision (including promotion, demotion, compensation, scheduling) made by a Manager/Director based on the employee's submission to or rejection of sexual conduct.
- Submission to sexual conduct as an implicit or explicit condition of getting or keeping a job.
- Conduct that denigrates or shows hostility or aversion to a person because of his or her gender and creates an intimidating, hostile, or offensive work environment.
- Any other sexual conduct that unreasonably interferes with another person's work performance or creates an intimidating, hostile, or offensive work environment, or adversely affects another person's employment opportunities.

All employees are required to adhere to this sexual harassment policy while on the premises, while engaging in work-related activities, during Company-sponsored trainings and other functions, and at non-Company activities when conduct at these activities would affect the work environment.

Employee Recourse

Every employee has the right, and is encouraged, to tell any Chipotle employee in a professional manner to stop behavior towards him or her that the employee believes to be discriminatory, harassing, and/or offensive. Any employee who feels subjected to discrimination, harassment, or sexual harassment should immediately report such behavior directly to his or her Manager/Director. If you are unable to speak with your Manager, or if you have spoken with him/her and still need assistance, then contact your Manager's Manager or Director. An employee can also contact the Confidential Respectful Workplace Hotline toll free at 1-877-625-1919. Reports may be made at any time on any day. An objective investigation will be conducted based on the facts presented. If the results of the investigation confirm the offense, appropriate disciplinary action will be taken against the person violating the policy, ranging from a warning to termination.

Management's Responsibility

It is the responsibility of every employee to prevent discrimination, harassment, and sexual harassment. Management employees who witness or receive reports of discriminatory or harassing behavior are required to take appropriate action, including immediately reporting such behavior to their Manager/Director. Management employees who fail to promptly report such behavior may be subject to discipline, up to and including termination.

Retaliation Prohibited

Chipotle encourages employees to freely report incidents of discrimination or harassment without fear of reprisal. Retaliation against any employee who has made a complaint in good faith about discrimination, harassment, or sexual harassment, or who has cooperated in the investigation of such a complaint, is prohibited. Retaliation includes any employment decision or other conduct made with the intent to punish an employee for complaining about or assisting in the investigation of discrimination or harassment, and any decision or conduct that might have discouraged a reasonable employee from making a complaint or cooperating in an investigation.

Policy Regarding Employee Treatment of Customers and Suppliers

Chipotle employees are prohibited from discriminating against or harassing customers and suppliers based on race, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran status, genetic information, or any other prohibited basis, both in the course of work-related activities and at Company-sponsored trainings and functions. Management employees who witness or receive reports of discriminatory or harassing behavior are required to take appropriate action, including immediately reporting such behavior directly to the Manager/Director in charge or to their Manager's Manager or Director.

It's the Law

Chipotle strives to be an honorable company and employer. Our employees must always operate within the law in all business dealings. It is our policy that the Company and our employees obey all applicable federal, state, local, and international laws and regulations. Employees have a personal responsibility to become familiar and comply with the laws and regulations related to job responsibilities. There are also other laws, not directly related to your job but of general relevance to work situations, of which you should be aware. If you have any questions about what is within the law and what is not, seek advice from Chipotle's Corporate Compliance Counsel. Noted below are some of the most important laws that apply to the Company, our employees, and our business dealings.

Securities Laws

These laws forbid individuals and corporations from profiting from material non-public information, or "inside" information, that could influence decisions to buy, sell, or hold particular securities. Such information may relate to the financial condition of a company, its products and the market for its securities, or its investment intentions or plans for a merger, acquisition, or divestiture. You may not make trades of securities based on material inside information or give such information to others. For additional information, you should refer to the Company's "Insider Trading Policy," which can be found in [Public Folders/Store-Staff Info/Insider Trading Information](#).

Antitrust and Trade Regulation Laws

These laws prohibit actions that restrain competition. They are designed to protect the free enterprise system from corruption and abuse. It is your duty as a corporate citizen to comply with these laws. Chipotle will compete vigorously on the merits of our products and services and will not engage in unlawful methods of competition.

You may not, for example, cooperate with competitors to fix or stabilize prices, "divide up" customers or markets with competitors, boycott competitors or customers, or otherwise interfere with free competition. You should not even discuss the possibility of such activities with competitors.

You may not reveal the nature or contents of sealed bids to any supplier or potential supplier. Chipotle will require any supplier selected on the basis of a sealed bidding process to certify that it has not seen or been informed of the nature or contents of any other submitted sealed bid.

The antitrust and trade regulation laws also prohibit certain kinds of tie-in sales, discriminatory pricing, exclusive dealing, and other practices that would be unfair to customers.

Bribery, Kickbacks and Rebates

Bribery in any form, commercial or political, is forbidden in all Company business dealings. Chipotle funds may not be used, either directly or indirectly, for any bribe, kickback, or other unlawful payment anywhere in the world under any circumstances.

The purchase or sale of goods and services on behalf of Chipotle must not lead to employees or their families receiving personal kickbacks or rebates. Kickbacks and rebates can take many forms and are not limited to direct cash payments or credits in connection with a particular transaction. In general, if you or your family stand to gain personally from the transaction, it is prohibited. Such practices are not only unethical, but are in many cases illegal.

Payments to Government Employees—Foreign Corrupt Practices Act

No payments of Company money, gifts, services, entertainment, or anything else of value may be offered or made available in any amount, directly or indirectly, to any government official or employee. Such payments or offers are not legal in the United States. Such payments may not be made in other countries, even if legal there, if they are in violation of U.S. law, notably the Foreign Corrupt Practices Act, regardless of the nationality of the recipient.

The U.S. Foreign Corrupt Practices Act is applicable to the Company and prohibits certain payments to foreign government officials for the purpose of obtaining, retaining, or directing business. Employees who interact with such officials or foreign entities are required to become familiar with and comply with this law. If in doubt, consult Chipotle's Corporate Compliance Counsel.

Chipotle Confidential

Global Compliance

We want you to report any complaints or concerns you have about our business and operations, including but not limited to **accounting and internal accounting controls, audit matters, and any violations of the Code of Conduct.**

Each complaint will be treated as confidential and the anonymity of the complainant, if requested, will be preserved to the fullest extent reasonably possible in light of Chipotle's need to investigate the complaint, the requirements of applicable law, and other Company policies.

Chipotle will not allow any form of disciplinary or retaliatory action related to the terms and conditions of employment against employees who raise concerns or ask questions or who provide information or assistance in connection with any governmental proceeding or inquiry.

In order to ensure that employees feel comfortable in reporting any complaint, concern, violation/potential violation, or any wrongdoing, Chipotle has set up "Chipotle Confidential"—a hotline that accepts calls 24 hours a day, seven days a week. Chipotle Confidential is run by an outside company that specializes in handling calls while preserving the privacy of callers. You can phone 1-866-755-4449 or you can log on to Chipotle Confidential at www.chipotleconfidential.com.

All complaints will be thoroughly reviewed, documented, and appropriately addressed by a member of Chipotle's management. As necessary and appropriate, complaints may also be reviewed and addressed by members of the Board of Directors.

The outside company that runs Chipotle Confidential also supervises the maintenance of a log of all complaints received by Chipotle Confidential. The log includes the file number of the complaint, the date it was received, a brief summary of the complaint, action taken, and the status of the file as pending or closed. Review of complaints received via Chipotle Confidential commences within 24 hours of receipt.

Chipotle's Audit Committee, which is a committee of the Board of Directors, has full access to the complaint log, complaint reports, and related materials.

Employee Confidentiality and Non-Disclosure Agreement (Crew)

This Employee Confidentiality and Non-Disclosure Agreement ("Agreement") is effective as of the date signed by the employee hereto and is made and entered into between Chipotle and the undersigned employee ("Employee"). "Chipotle" means Chipotle Mexican Grill, Inc., a Delaware corporation and its direct and indirect subsidiary, affiliated and related entities.

Throughout Employee's employment and in order to do his or her job, Employee may learn of or otherwise come to know Confidential Information (as defined below) concerning Chipotle's business and operations. Chipotle agrees to disclose such Confidential Information to Employee only upon Employee's execution and delivery of this Agreement. In consideration of the foregoing, Chipotle and Employee agree as follows:

1. Employee shall take all reasonable precautions to protect and maintain in the strictest confidence all Confidential Information, and shall not use any Confidential Information, or any component thereof, for any purpose whatsoever other than the accomplishment of the tasks contemplated by Employee's employment. Employee shall immediately notify his or her Restaurant Manager, Restaurant Manager's Manager or the People Support Department if Employee believes, or has reason to believe, that any individual, entity or employee has used or disclosed, or may use or disclose, any Confidential Information protected by this Agreement. Employee shall not use any Confidential Information in violation of any laws and Employee agrees not to purchase and sell any securities of Chipotle on the basis of Confidential Information.

2. Employee shall not make any disclosures, in any form, concerning Confidential Information, to any person or entity. Employee shall not remove the Confidential Information, or any portion thereof, from Chipotle without prior written permission from Chipotle.

3. Employee affirms that prior to employment by Chipotle, Employee had no knowledge of Confidential Information. Upon Employee's termination, Employee shall immediately return to Chipotle all documents, writings or information, whether in print or electronic form, containing Confidential Information.

4. No waiver or modification of this Agreement shall be enforceable unless reduced to writing and signed by the parties. Employee shall not assign or otherwise transfer any rights conferred upon Employee by this Agreement without the written consent of Chipotle. The covenants and agreements set forth in this Agreement shall be binding upon and inure to the benefit of the heirs, executors, administrators, successors and assigns of the parties. This

Agreement contains the full and complete understanding of the parties with respect to the subject matter of this Agreement and supersedes all prior representations and understandings, whether oral or written. This Agreement shall be governed according to the laws of the State of Colorado. Any action for enforcement or interpretation of this Agreement, or any proceeding in any way relating to the subject of this Agreement, shall be instituted only in the courts of the City and County of Denver, State of Colorado. Chipotle shall be entitled to recover reasonable attorneys' fees and costs in conjunction with any successful action brought to enforce or interpret this Agreement. The invalidity of any provision of this Agreement as determined by a court of competent jurisdiction, shall in no way affect the validity of any other provision hereof. Employee's obligations under this Agreement shall survive the termination of Employee's employment, the return of any Confidential Information, and the termination of this Agreement. Employee acknowledges that Chipotle may sign this Agreement with an electronic signature and, upon countersigning below, Employee shall be bound by the terms of this Agreement.

5. Confidential Information means any information or material related to the business or operations of Chipotle, or designated as Confidential Information or proprietary by Chipotle, and not generally known by non-Chipotle personnel, which Employee may, directly or indirectly, obtain knowledge of, come into possession of, or gain access to. Confidential Information includes, but is not limited to, the following types of information or other information of a similar nature (whether or not reduced to writing or in electronic form): discoveries, ideas, financial information, concepts, designs, drawings, trade secrets, models, recipes, ingredients, procedures regarding preparation of food, proprietary information relating to food, new product plans, cooking temperatures or cooking techniques, information with regard to sales, profits or costs. Confidential Information also includes any information described above which Chipotle obtains from another party, which Chipotle treats as proprietary or designates as Confidential Information, whether or not owned or developed by Chipotle. Confidential Information additionally includes any Material Non-Public Information. "Material Non-Public Information" means: i) any information designated as such by Chipotle and ii) any other information regarding Chipotle disclosed to Employee pursuant to this Agreement or to which Employee has access that has not been publicly disseminated, and which a reasonable investor would consider important in a decision to buy, hold or sell the stock of Chipotle.

6. Nothing in this Agreement shall be construed as creating a contract of employment with Employee. Employee's employment is "at will."

[Signature page to follow.]

Employee Confidentiality and Non-Disclosure Agreement Signature Page (Crew)

Acknowledged and agreed to as of the date signed by the Employee to this Employee Confidentiality and Non-Disclosure Agreement.

Employee

Name: _____
(Print Name)

Employee #: _____

Signature: _____

Date: _____

Chipotle

Name: _____ Monty Morán

Title: _____ Co-CEO

Signature: _____

**Acknowledgment
Crew Handbook and
Cash Handling Policies & Responsibilities**

I acknowledge that I have received a copy of Chipotle's **Crew Handbook** and understand that it contains important information about Chipotle's general personnel policies and some of my privileges and obligations as an employee. I acknowledge that I have read, understand and will adhere to any and all of Chipotle's personnel policies and procedures, and will familiarize myself with the material in the **Crew Handbook**, including the Code of Conduct.

I further acknowledge that a copy of Chipotle's **Cash Handling Policies & Responsibilities** is available for review at my restaurant. I acknowledge that I have read, understand and will abide by all of the provisions set forth in Chipotle's **Cash Handling Policies & Responsibilities**. I understand that failure to follow any of these **Cash Handling Policies & Responsibilities** may lead to disciplinary action, up to and including termination. I further understand that I am responsible for periodically reviewing the **Cash Handling Policies & Responsibilities** to ensure that I am familiar with its contents and any and all changes that may be made to this document from time to time.

I understand that my conduct and employment are governed by the contents of the **Crew Handbook** and the **Cash Handling Policies & Responsibilities** and that Chipotle may, from time to time, modify, change, remove, or add to, any of its policies or procedures (other than its employment "at will" policy) in its sole and absolute discretion, with or without prior notice. I further understand that neither the **Crew Handbook** nor the **Cash Handling Policies & Responsibilities** are an employment contract and that such documents do not create any contractual rights. I understand that my employment with Chipotle is "at will" and may be terminated by Chipotle or by me without prior notice at any time, without any procedure or formality, and for any reason or for no reason. I understand that the "at will" nature of my employment cannot be modified by any written or oral communication, custom, habit or practice. I am neither aware of, nor have I continued my employment in reliance on, any such modification, oral or written, or on any other promise.

Employee

Name: _____
(Print Name)

Employee #: _____

Signature: _____

Date: _____



Social Media Code of Conduct

We are dedicated to our Food With Integrity mission and take pride in our commitment to using ingredients that are sustainably grown and naturally raised. One way to share our mission is through social networking sites, blogs, and other online outlets (social media). Chipotle's social media team is solely responsible for the company's social media activity. You may not speak or write on Chipotle's behalf.

Social media is also a quick way for you to connect with friends and share information and personal opinions. If you aren't careful and you don't use your head, your online activity can also damage Chipotle or spread incomplete, confidential, or inaccurate information. To avoid this, our Social Media Code of Conduct applies to you. Chipotle will take all steps to stop unlawful and unethical acts and behavior and may take disciplinary action, up to and including termination, against you if you violate this code or any other company policy, including Chipotle's Code of Conduct.

Outside the workplace and on your own personal time when you are not working, you may participate in social media linked to your personal email address (not your Chipotle email address) and publish personal opinions and comments online. Do be courteous and protect yourself and your privacy. What you publish online is easy to find and will exist for a long time. Think before posting.

Your social media activities are outside the course and scope of your employment with Chipotle. This means that you may not use Chipotle's computers, telephones and equipment for social media when you are working. You may not make any statements about Chipotle's business results, financial condition, or any other matters that are confidential. You must keep confidential information confidential and you may not share it online or anywhere else. For the safety of our employees and property, you may not post online pictures or video of any non-public area of our restaurants. You may not make disparaging, false, misleading, harassing or discriminatory statements about or relating to Chipotle, our employees, suppliers, customers, competition, or investors. You alone are personally responsible for your online activity.

Please do report any complaints or concerns you have about Chipotle's business by talking with your supervisor or contacting Chipotle Confidential any time at 1-866-755-4449 or www.chipotleconfidential.com.

General Counsel Exhibit

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GC4
EXHIBIT NO. RECEIVED REJECTED
04-CA-147314
CASE NO. CASE NAME Chipotle Ser
NO. OF PAGES 813175 DATE REPORTER JS

This code does not restrict any activity that is protected or restricted by the National Labor Relations Act, whistleblower laws, or other privacy rights.

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